







EMPLOYEE BENEFITS AT SIR ROBERT PATTINSON ACADEMY

	Annual Leave	<p>Support staff on a 52 week contract are entitled to a generous annual leave allowance, which increases after five years' service. Up to two weeks' annual leave allowance may be taken during term time, subject to certain restrictions.</p>
	Occupational Pension Scheme	<p>All staff are automatically enrolled into either the Teachers' Pension Scheme or the Local Government Pension Scheme, subject to certain conditions.</p>
	Car Parking	<p>All staff can take advantage of extensive free car parking on site.</p>
	Canteen	<p>Our canteen provides nutritious hot and cold snacks, sandwiches, salads, and hot meals at highly competitive prices. We also have a breakfast club open from 8am and a coffee shop in the Sixth Form common room, both of which are also open to staff.</p>
	Cycle to Work Scheme	<p>We operate a Cycle to Work Scheme which is open to all staff. The scheme is implemented on a salary sacrifice basis enabling staff to purchase a bike and/or accessories with a tax saving, and spreading the cost of the equipment over 12 or 18 months through salary.</p> <p>There is a secure bicycle store on site.</p>
	Westfield Health Contributory Health Scheme	<p>Westfield Health's Contributory Health Scheme enables staff to make a voluntary, monthly deduction in salary to offset the costs of a variety of medical services. Key benefits covered by the scheme include optical, dental, consultation, therapies, in-patient and day surgery, chiropody and GP telephone conversation.</p> <p>There are five levels of cover to choose from with up to 20 healthcare benefits and services. Cover can also include dependent children up to the age of 16 for some benefits at no extra cost.</p>



	Westfield Health EASE Programme	<p>We provide staff with access to Westfield Health's EASE programme, which is free service providing immediate access to professional advice and counselling on a range of issues. It includes:</p> <ul style="list-style-type: none">• A free phone, 24 hour counselling and information line, 365 days a year.• Counselling and support service• Up to six face to face counselling/CBT sessions• Support and information from qualified advisors• Legal information• Health and wellbeing information
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